**NICE Working Group**

**Meeting Minutes**

**Date: July 24, 2019 Time: 3:30 PM EDT**

**Adobe Connect session:** <https://nist-nice.adobeconnect.com/nicewg/>

**SharePoint Page:** <https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG>

# Introduction and Ground Rules

1. Danielle Santos, NICE Program Manager, welcomed participants to the meeting. The NICE Working Group (NICEWG) is setup to provide a mechanism for collaboration between academia, government, and industry, and to discuss strategies and actions to aid in workforce development.
2. During this meeting the Adobe Connect chat box feature should be utilized to provide feedback and ask questions.
3. Danielle urged all participants to collaborate and share information. The NICE Working Group [mailing list](mailto:nicewg@nist.gov) is a convenient way to disseminate information. The [SharePoint site](https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/Pages/home.aspx) stores meeting agendas and minutes, documents and member information.

# NICE Program Office Updates

## Rodney welcomed everyone to the July meeting. Summer is a busy time of travel and outreach.

### Rodney is currently in Utah attending the National Governors Association meeting. NICE will be advocating for cybersecurity workforce development. Rodney will participate in a cybersecurity workforce panel. He looks forward to engaging with government representatives on this topic.

### On July 25th, Davina Pruitt-Mentle, NICE Lead for Academia, will speak at a congressional caucus event on integrating cybersecurity into technical programs. The main theme will be focused on integrating cybersecurity across the curriculum.

### The [2019 Community College Cyber Summit](https://www.my3cs.org/) (3CS) begins next week. Rodney looks forward to seeing NICE working group members at that event.

# Standing Items

## Report Roundup – learning from good ideas

### Michelle Mosey, CEO North America, WithYouWithMe, presented on “With You With Me State of Education Report.”

#### With You With Me is a veteran owned and run company. Their main mission is to build talent in high tech roles. 75% of the company are combat veterans.

#### Michelle spoke to the state of education report in Australia where they collected data from clients, the Bureau of Statistics, small businesses, Dept. of Education and Training, etc.

#### Looking at the state of education and through client interactions they discovered a huge deficit of cybersecurity roles within a multitude of organizations. There are a number of reasons for this deficit.

* *The industry gravitation toward contractors depletes institutional knowledge. This trend causes major issues with IT and holds those companies at risk with how they deliver contracts.*
* *Looking at companies that are re-investing in individuals to retrain: companies are not prepared to make the investments.*
* *Education is not incorporating the hard skill job roles and not able to achieve the education in a short time frame.*
* *Technical advancement is accelerating much quicker then what education can keep up with and this results in a skills gap.*

#### Education is not linked to job outcomes nor is it market driven. As an example: There were only 500 jobs available in physical training last year yet the education institutions graduated over 5,000 physical trainers.

#### Their company research uncovered a big graduation glut. The biggest oversupply is around engineering, technology, society, and culture. There is a lot of potential in the market if we look to identify the right skills and aptitude for cybersecurity jobs. There is a need to look for different skills in a different way. The move is to an analytical component which requires people to be highly analytical and solve problems.

#### Having looked at underemployment, how graduates are matched to jobs as well as the recruitment process, there is a need to work closer with schools to match the market needs. We need to train from a range of non-traditional backgrounds rather than from engineering and computer science.

#### A member asked what the penetration rate of eLearning with local mentorship is in Australia. Michelle noted that a large number of people are doing self-learning online, but they have a low completion rate. When there is a blend of instructor led and in-person training the completion/graduation rate is much higher.

#### A member inquired if Australia has adopted the NICE Framework? It is filtering its way into the Australian market. There are a lot of companies reflecting on it but there is no mandatory need to utilize it. It is more referred to within large federal government organizations who have partners in the United States and the United Kingdom.

#### A member inquired if certifications are able to fill the gaps? Certifications are mostly memory-based tests that don’t fully explore the ability to practically demonstrate skills. They are also cost prohibitive. On the whole, the majority of them are theoretically based and do not guarantee the individual can be effective on the job.

### See the presentation and find out more [here.](https://www.withyouwithme.com/)

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## Metric Moment – what gets measured gets done.

### Jennifer Cook, Director of Programs and Special Events, National Cyber Security Alliance, spoke on the NCSAM 2018 Metrics

#### The National Cyber Security Alliance is working to ensure every American stay safe online.

#### There were over 5,200 covered and related events and announcements with nearly 1,200 broadcast segments during the 2018 NCCAM timeframe. The number of broadcast segments increased 200%. During that period, they emphasized strong adoptions for the themes.

#### For the 2019 NCSAM, the National Cyber Security Alliance is working with CISSA. They have rebranded the overarching theme for 2019. The focus is on practical steps to take toward cybersecurity at home and work, particularly encouraging proactive behavior. The new theme is broken into three components:

* *Own It*
* *Secure It*
* *Protect It*

#### There are many ways to get involved this year. Sign your company up as a Champion launches in mid-August. Last year the Champions program demonstrated great support with over 1,400 organizations registered as Champions. Companies can also encourage employees to register as individual NCSAM Champions in early August.

#### Individuals are encouraged to get involved through the use of social media. Last year the NCSAM was referenced in hashtags over 19,000 times.

#### If you are hosting events, submit and align them more closely with NCSAM. For any initiatives anyone is welcome to utilize the logo to co-brand. They are also happy to show anything anyone is doing for the month on their website.

#### Feel free to contact Jennifer directly for additional information: [jennifer@staysafeonline.org](mailto:jennifer@staysafeonline.org)

### See the presentation and find out more [here](https://staysafeonline.org/ncsam/).

## Strategy Stories – new developments that align to NICE Strategy

### David Schulz, Policy Advisor, White House Fellow, presented on the ‘Workforce Data Interoperability Innovation Sprint. This topic aligns with [NICE Strategic Plan](https://www.nist.gov/itl/applied-cybersecurity/nice/about/strategic-plan) Objective 3.1: Identify and analyze data sources that support projecting present and future demand and supply of qualified cybersecurity workers.

#### David has been working to modernize labor systems and the NICE Framework provides great taxonomies to work with.

#### He participated in a 3-day design sprint looking at the whole eco system. They’ve examined employers at DHS, training providers, and assessment providers. They also looked at tech leaders and standard bodies as well as traditional universities and people doing labor market information systems.

#### The end state was to come up with an MVP to inform the data policy. The outcome was to promote interoperability protocol to answer the question, “Do I have the credential?”

#### The NICE Framework plays heavily into cybersecurity.

#### The next steps are the continued development of recommendations and the development of a prototype to be fielded.

#### David’s role on the White House council: the counsel has four goals. They are working to issue data transparency to match Americans with American jobs. The team is helping to reach the goal of data transparency to help fill the federal workforce for the future.

#### How can the framework be a model of utilization? The framework is perfect for the taxonomy piece.

# *Subgroup Updates*

## Apprenticeship –

### Girish Seshagiri, Co-chair, provided the update.

#### During the June meeting participants were made aware of upcoming conferences including [3CS](https://www.my3cs.org/). Marian Merritt, Girish, and others from DHS and DOL will participate in a panel discussion on software assurance curriculum and apprenticeships.

#### Keith Kregg, Vice President, ISG Link, presented on “A three phase apprenticeship model, developed to serve transitioning military.”

#### There are several projects starting up including “Comparative Analysis of Work Enhanced Learning Models” and a sample artifacts and templates project that will assist others getting apprenticeships up and running.

#### The Landscape tracker continues to be updated and is available on the SharePoint site.

#### The July meeting will feature speakers from Purdue University to hear about their recent grant to create a cybersecurity apprenticeship program.

#### The Apprenticeship subgroup meets the fourth Friday of each month at 11:00 a.m., ET.

#### The next subgroup meeting is scheduled for August 23rd at 11:00 am, ET.

### Visit the Apprenticeship subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/apprenticeship-sub-working-group).

## Collegiate –

### Denise Kinsey, Co-chair, provided the update.

#### The “Value of Higher Education” team seeks to analyze where education is lacking and where improvements are needed. Research has been ongoing.

#### Colleagues are tasked to research businesses to gain their perspective.

#### The next subgroup meeting is scheduled for August 13th at 2:00 pm, ET.

### Visit the Collegiate subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/collegiate-sub-working-group).

## Competitions –

### Brad Wolfenden, Co-chair, provided the update.

#### The National Cybersecurity Center of Excellence (NCCoE) summer interns were present during the June meeting.

#### Bill Newhouse, Deputy Director, NICE, held a Q&A with the interns. It was great to hear their perspectives and recommendations.

#### A curated repository of competitions is in the works. Members are asked to submit information particularly on local and state competitions.

#### The [CyberFed](https://www.youtube.com/cyberfed) podcast channel is consistently updated with podcasts on competitions. Dr. Dan Manson has two interviews lined up in the coming weeks. One will occur at 3CS and another at the [Wicked6](https://wicked6.com/) cyber games competition.

#### Work is in progress to create a template for how to share what the subgroup does at other events. The subgroup welcomes recommendations for local smaller competitions.

#### The co-chairs are looking for a team lead to take on the “How to build a competition” guide. Please let [Brad](mailto:bwolfenden@circadence.com) know if you are interested.

#### The next meeting is scheduled for August 20th at 3:00 pm, ET.

### Visit the Competitions subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/competitions-sub-working-group).

## K12 –

### Patrick Schultz, Co-chair, provided the update.

#### The previous subgroup meeting had a presentation on cybersecure zone.

#### Laurin Buchanan updated the one-pager for school counselors. It is out to members for review.

#### There is a talking-points ‘flyer’ in the works. Specifics on what one should consider in a cybersecurity career are included.

#### “Cyber careers in a box” are a series of activities focusing on how career awareness can be approached.

#### An escape room activity is in the work that ties into the fun students wish for.

#### Finally, there are a group of members looking at the resources and discussing the best way to organize and distribute.

#### The subgroup is looking for a new co-chair, as Patrick will be completing his term in November.

#### The next K12 subgroup meeting is August 14th at 3:30 p.m., ET.

### Visit the K12 subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/k12-sub-working-group).

## Training and Certifications –

#### No update this month.

#### Ideas for new projects are welcome, and the next meeting is August 7th at 2:30 p.m., ET.

### Visit the Training and Certifications subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/training-and-certifications-sub-working-group).

## Workforce Management –

### Susie Cone, Co-chair, provided the update.

#### The main discussions have been focused on mapping the business functions of the [guidebook](https://www.nist.gov/sites/default/files/documents/2018/10/15/cybersecurity_is_everyones_job_v1.0.pdf) to the NICE Framework.

#### Members have been asked to review two draft publications that may assist the work of the subgroup. These documents are available on the [NICE Framework](https://www.nist.gov/itl/applied-cybersecurity/nice/resources/nice-cybersecurity-workforce-framework) page.

#### The next meeting is August 15th at 1:00 p.m., ET.

### Visit the Workforce Management subgroup website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/workforce-management-sub-working-group).

# Project Progress Reports

## National Cybersecurity Career Awareness Week ([NCCAW](https://www.nist.gov/itl/applied-cybersecurity/nice/events/national-cybersecurity-career-awareness-week/toolkit))

### Davina Pruitt-Mentle provided the update.

#### We want to promote exploration into cyber careers as there is agreement that the public needs to be more aware.

#### NCCAW will be held November 11 – 16, 2019.

#### We encourage members to [register a commitment](https://www.nist.gov/itl/applied-cybersecurity/nice/events/national-cybersecurity-career-awareness-week/events-and) on the website portal. Commitments are actions taken by the community to promote cybersecurity careers and messaging for opportunities as to why people should go into this field.

#### Explore the growing Toolkit and keep a look out for new materials.

#### We encourage everyone to help promote the week. Please engage and share any activities you have planned for the week.

## NICE Annual Conference

### Randy Pestana, Florida International University, provided the update.

#### The NICE Conference is scheduled for November 18-20, 2019 in Phoenix, AZ.

#### Conference registration starts July 29th.

#### Visit the website to see the tracks and workshops. A preliminary agenda will be uploaded. The pre-conference workshops have also been finalized.

#### The conference hotel is 30% booked so members are encouraged to make their reservations early.

#### Find out more [here](https://niceconference.org/).

## NICE K12 Cybersecurity Education Conference

### Amber Lindsay, Vice President, iKeepSafe provided the update.

#### The NICE K12 conference is scheduled for December 9-10, in Orange County, CA.

#### The speaker selection is being finalized by the program committee. There will be a large range of topics for all different stakeholders.

#### The government rate on hotels is now available with limited room. We encourage you to make your reservations early.

#### The exhibitor space was expanded. If your organization is interested in exhibiting, please contact [Amber](mailto:amber@ikeepsafe.org).

#### Registration will open in early August.

### See presentation and find out more [here](https://www.k12cybersecurityconference.org/).

## CAE Community

### Anastacia Webster, California State University, San Bernardino provided the update.

#### CAE and the Cybersecurity Symposium follows the NICE conference in November. The conference will have research presentations and presentations from the CAE-R and CAE-CDE communities.

#### The call for proposals and the registration opening will occur over the next two weeks.

#### The CAE Community quarterly newsletter came out this month. The newsletter is a joint effort with the CAE-CD program office.

#### The CAE Virtual Career Fair is coming up on September 27th. They expect between 1,200-1,800 participants. They are seeking additional employers to participate.

#### For additional information please contact [Anastacia](mailto:Anastacia.Webster@csusb.edu).

#### Find out more [here](https://www.caecommunity.org/).

## NICE Challenge Project

### James D. Ashley III, Lead Engineer/Project Manager, CSUSB provided the update.

#### The NICE Challenge Project is currently focused on developing their long-term goals.

#### They are evaluating the many places they need to update in order to accommodate the environmental changes. Some are technical as well as usage changes.

#### Management staff will be going to FL next month to train high school teachers to use the space.

#### Find out more [here](https://nice-challenge.com/).

# Summary of Action Items

## Please register your commitments for the National Cybersecurity Career Awareness Week ([NCCAW](https://www.nist.gov/itl/applied-cybersecurity/nice/events/national-cybersecurity-career-awareness-week/toolkit))

* Slides will be provided with meeting minutes.
* We will add new members who requested during today's meeting.

# Next Meeting Reminder – The next NICE Working Group meeting is scheduled for Wednesday, September 24, 2019.